

Report on Human Resources Management MC/INF/305



Ninth Session Standing Committee on Programmes and Finance (SCPF) 1-2 November 2011

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IOM Workforce Facts for 2011

- IOM's Workforce by 6.2% to 8181
 - Gender ratio globally 46% women/54% men
 - In Professional categories 42% women/58% men
 - 799 Officials
 - 7382 GS and NO staff
 - 22 Associate Experts
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- 93 Member States represented in Professional categories
 - 202 Interns in the 12 months to June 30, 2011
 - 66% of interns women
 - IOM received 65 staff on secondment in support of global operations

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HRM Achievements in 2011

- Introduction of the Staff Evaluation System (SES)
- SES complimented by a new Competency Framework and Job Architecture
- Significant support to the Structural Reform in the Field
- Improved policy and accountability landscape including;
- new Staff Rules
- Respectful Working Environment
- Internship policy
- Short Term assignments
- Sick Leave Administration

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Staff Development and Learning

Support the Structural Reform: Project Development and Implementation Package

- July: pilot sessions (GVA and Rome)
- Sept: Roll-out (Istanbul)
- Oct: Training of Trainers (GVA)
- Nov: Training of Trainers 2 (GVA)
- Dec: Cascading at regional level
- Nov: RRMO Training

On-going Trainings

- Language support worldwide
- PRISM Financials
- HR Admin training

NEW Programme

- Investigation Skills

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HR Strategy 2012 - 2015

In July HRM commissioned a survey, complemented by 8 focus groups

87% of staff felt proud to work for IOM

The survey highlighted a positive response to HR **transactional** services

... but, a poor response on HR **transformational** services

Areas identified for improvement included;

Career development and learning

Succession Planning

Performance Management

Better aligned and consistent processes policies & procedures

Greater transparency

Better change management processes

Improvement in the contractual landscape

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Strategic Pillars in the HRM Strategy

Through focus group validation, IOM is to focus on three 'Strategic HR Pillars' during the course of 2012 through 2015

1. Talent Management
2. Enabling Environment
3. Alignment

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The Road Ahead, 2012 and Beyond

- Ownership and Implementation of the HR Strategy
- Consolidation of Structural Reform initiatives
- Improved policy landscape
- Focus on increasing resources (human and financial) to support HRM transformational activities
- Improve the diversity of the workforce
- Better attention to client service provision in transactional services
- Learning activities better aligned to Organizational priorities
- Focus on partnership building with key HRM stakeholders (internal and external)
- Continually improve the conditions of service of staff

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Thank you and Questions

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